



THE DEAN ACADEMY

Preparing you today for a successful tomorrow



RECRUITMENT PACK FOR TEACHER OF ENGLISH





Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of six secondary schools and four primary schools across Wiltshire, Gloucestershire and South Gloucestershire. We were excited to welcome two new primary schools in the last few months and from October 2025 another secondary school. This will further enrich our collaborative strengths.

Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,

Matthew Evans
Chief Executive Officer





Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

Why work for us?

Internal career opportunities

Personalised professional development and training

Employee assistance programme

Flexible working opportunities and a genuine commitment to family and work/life balance

Nationally negotiated cost of living pay

Automatic enrolment to the teacher or local government pension schemes

Generous holiday allowance for support staff

Recognition of local government continuous service

Cycle to Work scheme

Discounts at local gyms





Dear Candidate,

Thank you for the interest you have shown in joining our school community here at The Dean Academy as Teacher of English. We are one of the most improved schools in the South West and we are driven by becoming the outstanding local school of choice for all families and staff. Situated close to the border of Gloucestershire and Monmouthshire in an area of outstanding natural beauty, we are looking to appoint a leader who is highly effective, resilient, and motivated.

We are a school that has been on an incredible journey of improvement. Our continued and sustained improvement in GCSE outcomes over the last 4 years coupled with a rich extra-curricular offer highlight the impact of our hard work to raise standards and offer the very best opportunities for the students. We are a fully inclusive comprehensive school whose student numbers have grown rapidly in recent years and we now have approximately 820 on roll. This dramatic increase in scale brings amazing opportunities for everyone involved in our community and it is a very exciting time to be thinking about joining our organisation. We look forward to hearing from you if you think you could make a difference and have something special to bring to a school that “set a clear and ambitious expectation that all students achieve well and thrive.”

If you choose to join our team and work with us at The Dean Academy we can offer:

- An exciting career in a rapidly improving, highly ambitious workplace
- The chance to join an incredibly supportive group of colleagues, leaders, local governors and Trust leaders
- A personalised coaching programme so you can fulfil your potential as a teacher / leader
- The opportunity to work collaboratively within The Athelstan Trust
- An opportunity to work within our truly comprehensive school and become an integral part of the school and local community

Please feel free to contact the school for a tour as you consider your application, and we look forward to meeting you!

Hannah Rowlands
Headteacher





Teacher of English

Start Date: 1st September 2026

Salary: MPS/UPS

Permanent - flexible working applications will be considered

This is an exciting opportunity for an aspirational and inspirational English teacher to join our team here at The Dean Academy.

The successful candidate will work closely with the other members of the English faculty to plan and implement our ambitious curriculum, supporting our students to make good progress. The successful applicant must be willing to work hard and work collaboratively with colleagues to ensure we sustain the trajectory of rapidly improving GCSE outcomes and destinations for the young people we serve, whilst simultaneously supporting their personal development and providing a high quality of experience during their time as a Dean Academy student.

The Dean Academy is proud to be part of The Athelstan Trust and benefits from collaboration and challenge. The Athelstan Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check along with standard pre-employment safeguarding checks. As the role includes working with children, it is exempt from the Rehabilitation of Offenders Act 1974. Applicants must, therefore, disclose all spent and unspent convictions. References will be sought for shortlisted candidates before interview. Please also be aware that you will be subject to an online check and that you may be questioned about the findings of such a check at your interview.

We are a flexible working employer, and we are willing to make any reasonable adjustments you require during your interview so please ask us.

Closing Date: Monday 18th May 2026, 12 Noon —Interviews To be confirmed

Applications will be considered as they are received; we reserve the right to make an appointment prior to the closing date.





Job Description – Subject Teacher

To have responsibility and accountability for teaching and learning and to ensure excellence for all students.

A. Professional Expectations

- Follow the Dean Academy Code of Conduct and meet the expectations of the National Professional Standards for Teachers at the appropriate level
- A commitment to safeguarding children and to following the agreed policy and procedures
- Promote the Core Values and the professional expectations of the academy, and implement all school policies
- Take responsibility for personal CPD and participate pro-actively in the Performance Management Process
- Liaise with SENCO and other relevant colleagues to ensure that all students' needs are met
- Maintain an effective working relationship with Line Manager, and other colleagues in the school, Link Governor and parents/carers
- Work collaboratively with appropriate outside agencies
- Work collaboratively to ensure the continued success and future development of the subject
- Assess Health and Safety risks and ensure that obligations are fulfilled

B. Teaching and learning

- Create and maintain a positive ethos of success in the classroom
- Ensure that students fulfil the requirements of examination courses to ensure maximum student





- Achievement in examinations
- Ensure curriculum coverage, continuity and progression
- Deliver high quality lessons
- Develop best practice in teaching and learning methods to secure engagement of students
- Ensure effective Assessment for Learning
- Use information about students' prior achievements to secure progress
- Set high expectations and targets for students
- Set regular tasks for independent learning, marked frequently with written feedback and “next steps” in line with academy policies
- Become a reflective practitioner and life-long learner
- Promote equal opportunities and tackle discrimination or inequality of any kind
- Ensure that good practice is shared across the department and across the academy.
- Manage learning resources effectively, including ICT
- Maintain and develop resources to create a stimulating and effective environment for Teaching and Learning
- To undertake the duties of a form tutor (or attached staff member to a year group) as allocated by the Headteacher
- To keep accurate records of the work covered by all teaching groups, including records of homework and coursework set as part of the scheme of work
- To keep accurate records of students’ progress and prepare such assessments and reports as are required by the faculty/subject area, school or National Curriculum
- To maintain accurate records of students’ attendance at lessons and notify the Director of Faculty and form tutor of any unusual absences
- To contribute to the schemes of work and the improvement plan for the faculty/subject area





- To liaise with, and set appropriate tasks for, Teaching Assistants allocated to groups or individuals taught
- To carry out tasks allocated in accordance with the faculty/subject area improvement plan and met the targets set within the faculty/subject area plan





Person Specification

Essential	Evidence
1. Commitment to safeguarding children and following appropriate procedures	
2. Commitment to, and promotion of our academy core values	Application References
3. Excellent classroom practitioner including adaptive practice	Observed lesson References
4. Ability to develop and lead innovative Teaching and Learning Strategies.	Application Interview
5. Excellent organisational and communication skills	Interactions during the process References
6. Sense of humour Good interpersonal skills	Application Interview Interactions during the process References
7. An ability to work effectively with staff and students, and to use data effectively to drive up standards.	Application Interview Interactions during the process References
8. Ability to manage student behaviour to ensure effective learning	Application Observed lesson Interview References
9. QTS status	Application

